

**Corporate Office:**

Solara Active Pharma Sciences Limited  
TICEL Bio Park, 6th Floor,  
Module No. 601, 602, 603, Phase II – CSIR Road,  
Taramani, Chennai, Tamil Nadu – 600113.  
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Website: [www.solara.co.in](http://www.solara.co.in)

September 02, 2025

**The BSE Limited**

Phiroze Jeejeebhoy Towers  
Dalal Street, Mumbai – 400 001

**The National Stock Exchange of India Limited**

Exchange Plaza, Bandra-Kurla Complex  
Bandra (E), Mumbai – 400 051

**Scrip Code: 541540, 890202**

**Scrip Code: SOLARA, SOLARAPP1**

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for the FY 2024-25**

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility & Sustainability Report (BRSR) for the financial year ended March 31, 2025.

This is for your information and records.

Thanking You,

Yours Faithfully,

**For Solara Active Pharma Sciences Limited**

**Pooja Jaya Kumar**

**Company Secretary and Compliance officer**

**Membership No: A57415**

Encl. As above

# Business Responsibility and Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24230MH2017PLC291636
2	Name of the Listed Entity	Solara Active Pharma Sciences Limited
3	Year of incorporation	2017
4	Registered office	'Cyber One', Unit No. 902, Plot No. 4 & 6, Sector 30A, Vashi, Navi Mumbai, Mumbai, Maharashtra, India, Pin code: 400703
5	Corporate address	TICEL BIO PARK,, 6th floor Module No. 601, 602, 603, Phase II - CSIR Road, Taramani, Chennai, Tamil Nadu, India, Pin code: 600113
6	E-mail	investors@solara.co.in
7	Telephone	+91 44 47406200
8	Website	www.solara.co.in
9	Financial year for which reporting is being done	2024-2025
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11	Paid-up Capital	40.25 Crores
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Pooja Jaya Kumar Company Secretary Ph: +91 44 43446700 / 080 46632102 Email: pooja.j@solara.co.in   Investors@solara.co.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The reporting boundary includes Indian Operations of Solara Active Pharma Sciences Limited on standalone basis. This consists of: <ul style="list-style-type: none"> <li>6 manufacturing plants (Ambarnath, Puducherry, Vizag, Mysuru, Cuddalore and Mangalore), 02 offices (Chennai and Bengaluru) and 01 R&amp;D Center (Chennai).</li> <li>01 registered office in Mumbai is excluded from the reporting boundary.</li> <li>Additionally, in the reporting period, the Company underwent operational restructuring in Vizag, resulting in reduction in resource consumption, changes in manpower data and environmental footprint.</li> </ul>
14	Name of assurance provider	Not applicable
15	Type of assurance obtained	Not applicable

### II. Products/services

#### 16. Details of business activities (accounting for 90% of the turnover):

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Active Pharmaceutical Ingredients	Design and manufacture commercial APIs across therapeutic categories, complex products, including polymer-based APIs	100%

#### 17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Active Pharmaceutical Ingredients	21001	100%

### I. Operations

#### 18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	6	03 offices* and 01 R&D Center	9
International	0	0	0

\* The 3 offices include a registered office in Mumbai which has not been considered as part of the reporting boundary since the environmental and social footprint is negligible relative to other locations

## 19. Markets served by the entity:

<b>a</b>	<b>No. of Locations</b>	
	<b>Location</b>	<b>Number</b>
	National (No. of States)	28
	International (No. of Countries)	70 countries worldwide
<b>b.</b>	<b>What is the contribution of exports as a percentage of the total turnover of the entity?</b>	58.54%
<b>c.</b>	<b>A brief on type of customers</b>	Generic and innovator pharmaceutical companies are our customers, and our core business is Active Pharma Ingredients (API).

## IV. Employees

### 20. Details as at the end of Financial Year:

#### a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1105	1009	91.3%	96	8.7%
2.	Other than Permanent (E)	9	7	77.8%	2	22.2%
3.	<b>Total employees (D + E)</b>	<b>1114</b>	<b>1016</b>	<b>91.2%</b>	<b>98</b>	<b>8.8%</b>
<b>WORKERS</b>						
4.	Permanent (F)	670	670	100%	0	0
5.	Other than Permanent (G)	1140	1038	91.1%	102	8.9%
6.	<b>Total workers (F + G)</b>	<b>1810</b>	<b>1708</b>	<b>94.4%</b>	<b>102</b>	<b>5.6%</b>

Note: All off-role workforce is classified as other than permanent workers

#### b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	1	0	0	1	100%
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total differently abled employees (D + E)</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	<b>Total differently abled workers (F + G)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

### 21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	1	11%
Key Management Personnel	3	0	0

\*During the FY 2024-25, the Mr. Poorvank Purohit relinquished his position as Managing Director & Chief Executive Officer, and Mr. Sandeep Shashikantha Rao has been appointed the Managing Director & Chief Executive Officer.

\*\*The Board consists of 03 whole-time directors out of 09.

\*\*The Board of Directors include two Key Management Personnel as well: Mr. Sandeep Shashikantha Rao, Managing Director & Chief Executive Officer, and Mr. Mohan Muthunayanan, Chief Operations Officer.

### 22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	31%	22%	30%	21%	28%	22%	22%	22%	22%
Permanent Workers	5%	-	5%	4%	-	4%	2%	-	2%

## V. Holding, Subsidiary and Associate Companies (including joint ventures)

### 23. (a) Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Chemsynth Laboratories Private Limited	Subsidiary	49%	No
2	Shasun USA Inc	Subsidiary	100%	No
3	Solara Active Pharma Sciences LTDA	Subsidiary	100%	No

## VI. CSR Details

### Response

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in ₹)	1,292.08 Cr.
(iii) Net worth (in ₹)	1,096.21 Cr.

Note: 1 Crore = 10 Million

## VII. Transparency and Disclosures Compliances

### 25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link)	Current Financial Year (FY 2024-25)			Previous Financial Year (FY 2023-24)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, the following policies have been developed and implemented for grievance redressal - Community-Grievance-Policy.pdf (solara.co.in), Solara_Whistle-Blower-Policy-1.pdf  Yes, there is a strong grievance redressal mechanism for shareholders & investors. The complaints are attended promptly by the Registrar & Share Transfer agent (RTA) and secretarial team. Stakeholder Relationship Committee of the Board oversees and looks into grievances not resolved in the specified time frame. Further, systems introduced by SEBI viz. SCORES AND Online Dispute Resolution (ODR) Mechanism has been put in place to ensure redressal of grievances of shareholders	0	0	-	0	0	-
Investors (other than shareholders)		0	0	-	0	0	-
Shareholders		0	0	-	0	0	-
Employees and workers		0	0	-	0	0	-
Customers		33	7		34	5	
Value Chain Partners		0	0	-	0	0	-
Other (please specify)		0	0	-	0	0	-

## 26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management	O	Efficient Energy Management measures and transitioning to renewable energy sources facilitates reduction of operational expenses, a decreased environmental footprint and improved operational sustainability in the long run.	Not Applicable	<b>Positive:</b> Non-Renewable to renewable energy substitution and energy efficiency helps in reducing long-term energy costs.
2	Water Availability	O	Uninterrupted water availability is a critical requirement for API manufacturing and Solara treats it as an opportunity to continuously work towards optimizing fresh water consumption through goals setting, robust governance systems and investment in water recycling technology.	Not Applicable	<b>Positive:</b> Efficient water management practices can help avoid high operational costs for water procurement, and potential production downtime due to water shortages
3	Waste Management	R	Waste Management in API manufacturing units is a critical aspect considering the hazardous nature of waste generated. Improper disposal of these materials can lead to extensive damage to the ecosystem. The growing number of waste management regulations has made the process more complex and costly	<p>Established internal targets and periodic monitoring system to improve year on year efficiency of waste management systems.</p> <p>Undertaken a commitment to reduce disposal to landfill by 20% and to reduce incinerable waste by 15% from the baseline year FY 2021- 22 and utilize it for coprocessing.</p> <p>The Company achieved 80% reduction in waste disposed to landfilling over its FY 2021-22 baseline.</p> <p>The Company achieved 89% reduction in waste disposed via incineration over its FY 2021-22 baseline.</p>	<b>Negative:</b> Effective waste management and recycling programs requires significant investment. Non-compliance with waste disposal regulations can result in hefty fines, legal costs, and environmental cleanup expenses.
4	Health and safety	R	Material handling of hazardous chemicals can result in workplace accidents. Unhealthy, unsafe and hazardous work conditions may prove detrimental to the physical and mental well-being of the employees. This also poses a risk to the company's reputation and can lead to significant fines and legal liabilities.	<ol style="list-style-type: none"> <li>1. Company commitment to maintain a robust health and safety system by identification and elimination of the causes of injuries and accidents.</li> <li>2. Period monitoring mechanism and investigation procedures</li> <li>3. Robust systems for hazard identification and mitigation to promote efficiency and higher productivity</li> </ol>	<b>Negative:</b> There can be legal liabilities and substantial fines in case of an accident involving the company. A poor safety record can lead to higher insurance premiums and difficulty retaining and attracting talent due to fear of safety.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Policy Influence & regulatory compliance	R	Pharmaceutical business is a stringently regulated industry which is constantly evolving. Even a minor non-compliance to regulations can risk loss of reputation and business. It is critical to conduct proactive checks which is vital for adherence to regulatory requirements.	A robust control mechanism and stringent checks & balances in place to ensure adherence to all policies and regulatory requirements	<b>Negative:</b> Non-compliance to regulatory requirements may result in significant fines and high legal costs. Such non-compliances can also lead to reputational damage, affecting customer and investor relations and potentially losing business opportunities
6	Employee Recruitment, Development & Retention	O	The Pharmaceutical industry relies on highly skilled employees to develop new products, manage government regulations and commercialize new products. Companies that attract and retain employees despite a constrained talent pool may be better positioned to protect and enhance shareholder value	Not Applicable	<b>Positive:</b> Employee retention may result in saving costs for recruitment & training, and a low turnover rate can boost employee productivity.
7	Supply Chain Management	R/O	<b>Risk:</b> Management of the supply chain quality is essential for protecting consumer health and corporate value. Biotechnology and pharmaceuticals entities that fail to ensure quality throughout their supply chains may be susceptible to lost revenue, supply disruptions and reputational damage. <b>Opportunity:</b> Disclosure of supply chain audit programs can provide investors with an understanding of how the company is protecting shareholder value	Created a Supplier Code of Conduct and committed to collaborate with Tier-1 suppliers in order to foster sustainable performance	<b>Negative:</b> Non-compliance, disruptions or violations in may lead to fines/penalties, delays in supply or increase in operational cost. <b>Positive:</b> The company's adherence to its responsible sourcing increases its environmental and social performance, and improvement in brand reputation due to sustainable supply chain management.
8	Business Ethics	O	Pharmaceutical business is subjected to various jurisdictional laws and regulations pertaining to bribery, corruption and health care fraud and abuse. Adherence to compliance requirements throughout global & domestic operational footprint and corporate disclosure of legal / regulatory fines & codes of ethics that govern their interactions with health care professionals may allow investors to monitor performance and instill trust.	Not Applicable	<b>Positive:</b> By ensuring compliance and following best practices, the company can avoid fines and build trust within customers. and stakeholders.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
<b>1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>c. Web Link of the Policies, if available</b>	<a href="https://solara.co.in/investor-relations/policies-and-guidelines">https://solara.co.in/investor-relations/policies-and-guidelines</a>								
<b>2. Whether the entity has translated the policy into procedures. (Yes / No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>3. Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	Y	Y	Y	N	Y	Y	N	N	N
<b>4. Name of the national and international codes/certifications/labels/ standards (e.g., Foresat Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</b>	International certifications ISO 45001:2018 and ISO 14001:2015 adopted by our Company at 4 sites (Cuddalore, Puducherry, Mangaluru and Ambernath)								
<b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	<ul style="list-style-type: none"> <li>Improve usage of electricity generated from renewable sources from 27% to 40% by 2025 over 2021-22 baseline.</li> <li>Reduced fresh water usage across all operations by 15% in 2025 over 2021-22 baseline.</li> <li>Reduce waste disposal to landfill by 20% in 2025 over 2021-22 baseline.</li> <li>Reduce Incinerable waste by 15% in 2025 over baseline of 2021-22 and put to good use in co-processing.</li> <li>Develop a Zero Accident workplace</li> </ul>								
<b>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b>	<ul style="list-style-type: none"> <li>The Company's total electricity mix comprises of 50% of renewable energy.</li> <li>The Company achieved 20.8% reduction in freshwater consumption in the reporting period over its FY 2021-22 baseline.</li> <li>The Company achieved 86% reduction in waste disposed to landfilling over its FY 2021-22 baseline.</li> <li>The Company achieved 95% reduction in waste disposed via incineration over its FY 2021-22 baseline.</li> <li>The Company recorded zero injuries and fatalities in the reporting period, meeting its target of ensuring a zero-accident workplace.</li> </ul>								
<b>Governance, leadership, and oversight</b>									
<b>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</b>	<p>Solara places the highest priority to sustainability with a core belief that sustainable performance would be a strong business enabler and would bring competitive advantage. This report is a testimony of the Company's commitment to Sustainability in areas of Environment, Social, Governance (ESG). Sustainability has been an integral part of the business ever since the Company was formed as a separate Pure Play API company from the group company in year 2018. Solara believes in balanced growth in all aspects of business with the context of building a sustainable business and a sustainable world at large.</p> <p>Solara places a strategic priority to integrate ESG into business operations through a systematic approach of identifying ESG priorities and establishing a sustainability roadmap for the company. The company is committed to consistently improve ESG performance and have developed medium term goals for 2025.</p> <p>The Company continues to invest in renewable sources of energy and partner with companies undertaking group captive solar power projects. Solara is committed to reducing / compensating GHG emissions with renewable sources or other means of fuels and undertaking ZLD projects. The Company has also undertaken cost improvement programs such as increasing product yields and solvent recovery to boost efficiency and sustainability.</p> <p>Besides sustainable performance within the sites, Solara has started to look beyond its operational sites at the supply chain performance. The Company has engaged supply chain partners for sustainability and take its commitment covering environmental, social and governance. Solara has been assessing the company sustainability performance with world renowned sustainability rating agency Eco Vadis from past five years and continue to show improvement in sustainability performance with significant increase in score for labor and human rights, maintaining good position in environment, sustainable procurement and ethics.</p>								

Solara aims to integrate sustainability and sustainable performance into the business model as a business enabler and a core to way of work in line with the Company RITE values (Respect, Integrity, Transparency and Efficiency). The Company is committed to taking our sustainability performance to top quartile among all companies on EcoVadis platform and aim for silver medal rating in near term. Solara aims to be a leading pure play API company and contributing immensely for sustainability in the interest of future and future generation.

<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>	DIN: 10838251 Mr. Sandeep Shashikantha Rao Managing Director & CEO
<b>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</b>	No  Note: All sustainability activities are overseen by the CEO.

#### 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	D	D	D	D	D	D	D	D	D	A	A	A	A	A	A	A	A	A
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	D	D	D	D	D	D	D	D	D	A	A	A	A	A	A	A	A	A

<b>11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.</b>	P1	P2	P3	P4	P5	P6	P7	P8	P9
	N	N	N	N	N	N	N	N	N

#### 12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Not Applicable

## SECTION C: PRINCIPLE WISE PERFORMANCE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

### Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

#### Essential Indicators

#### 1. Percentage coverage by training and awareness programmes on any of the principles during the financial year

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	<b>Principles 1, 3 and 5:</b> Code of Conduct which includes business ethics, guidelines on conflicts of interest, equal employment opportunity, POSH, health and safety, among others	100%
Key Management Personnel	13	<b>Principles 1, 3, 5 and 8:</b>	100%
Employees other than BoD and KMPs	13	• Human Rights Policy	100%
Workers	13	• Code of Conduct • Child Labour policy • Anti bribery policy • Business Ethics & Integrity • Equal opportunity policy • Diversity & Inclusion • Employees Grievance and Escalation Management • Employees Disciplinary Action • Whistle blower • POSH • CSR	100%

#### 2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):

Category	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding Fee	-	-	-	-	-
Category	Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-	-	-
Punishment	-	-	-	-	-

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
-	-

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, we have an Anti-Bribery & Corruption Policy in place. We are dedicated to conducting business with integrity, honesty, and fairness, as outlined in this policy, which enforces a zero-tolerance approach to bribery and corruption. The policy applies to all our stakeholders, including employees, board members, contractors, consultants, service providers, affiliates, and global partners. It provides clear guidelines on ethical practices related to gifts, entertainment, travel, employment, political contributions, and third-party relationships, ensuring compliance with anti-corruption laws and the prevention of unethical practices. With reporting mechanisms, internal controls, and regular reviews in place, we monitor compliance and provide comprehensive training to employees to ensure effective policy implementation. Management retains the authority to amend or withdraw the policy as required.

Weblink: <https://solara.co.in/investor-relations/policies-and-guidelines/>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Category	FY 2024-25 (Current Financial year)	FY 2023-24 (Previous Financial year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

Category	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:

Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payable	160	148

9. Open-ness of business. Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of purchases	a. Purchases from trading houses as a % of total purchases	0%	0%
	b. Number of trading houses where purchases are made from	0%	0%
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of sales	a. Sales to dealers/ distributors as % of total sales	1.4%	6.0%
	b. Number of dealers / distributors to whom sales are made	3	5
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	100%	100%
Share of RPTs in	Purchases (Purchases with related parties/ Total Purchases)	0%	0.02%
	Sales (Sales to related parties/ Total Sales)	17.6%	9.5%
	Loans & Advances (Loans & Advances given to related parties/ Total Loans & Advances)	0%	7.5%
	Investments (Investments in related parties/ Total Investments)	0%	88.1%

### Leadership Indicators

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, we have implemented processes to prevent and manage conflicts of interest involving our board members through our Code of Conduct and Ethics for Board of Directors. Our directors are required to act in our best interests and promptly disclose any actual or potential conflicts to the Board, such as ownership in competing companies, participation in joint ventures, or employment with competitors. Any transactions involving conflicts can only proceed with express approval from the Board.

Weblink: Code of Conduct and Ethics for Board of Directors

### Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.

#### Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	8.0%	22.9%	Expenses related to process improvements to reduce carbon footprint
Capex	4.0%	14.4%	Capital expenditure towards process improvement to reduce carbon footprint and towards health & safety measures.

2. A. Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
 B. If yes, what percentage of inputs were sourced sustainably?  
 A. Yes, we promote sustainable sourcing and encourage our suppliers and vendors to embrace moral, accountable, and sustainable practices in their operations. We have developed a Sustainable procurement policy that sets out fundamental values and integrity levels of business conduct and a Vendor Code of Conduct which covers various aspects of ESG, such as compliance with all applicable environmental laws and regulations, labor and human rights & antibribery, anti-corruption, data protection and data privacy.  
 B. In FY 2024-25, 80% of inputs were sourced sustainably through suppliers' Compliance to Solara's Vendor Code of Conduct.

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Waste Type	Waste management procedure in place
Plastic waste (including packaging)	Plastic waste is managed in accordance with Pollution Control Board (PCB) regulations and is disposed of through authorized recyclers at each site. The generation and disposal of plastic waste are meticulously tracked.
E-waste	E-waste is securely disposed of through authorized recyclers following the establishment of an agreement and the collection of all necessary legal documents.
Hazardous Waste	Hazardous waste is securely disposed of by authorized agencies, only after thorough assessment and collection of all required legal documents to ensure safe disposal.
Other Waste	All other wastes are sent to authorized waste disposal agencies.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, as per the Extended producer guideline our company falls under Importer category. However, majority of our sites are Export Oriented Units and same are exempted from fulfilling EPR obligations.

### Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of the product/service	% of total turnover contributed	Boundary for which the life cycle perspective/ assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
21001	Ibuprofen	20.9%	Cradle to Grave	Yes	No
	Gabapentin	6.6%	Cradle to Grave	Yes	No

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product/Service	Description of the risk/concern	Action Taken
Ibuprofen	The life cycle assessment of Ibuprofen evaluates impact categories such as global warming, ozone depletion, acidification, eutrophication, water consumption, land use, and ecotoxicity within a cradle-to-product distribution boundary. Emissions are primarily attributed to raw material extraction (79%), manufacturing (20%), raw material transportation (1%), and product distribution (0%). The highest emissions are generated during raw material extraction, with Aldehyde having the greatest impact, followed by sodium di-chromate, sulphuric acid, acetone, and activated carbon.	Initiated process development to transition from conventional drug synthesis, processing, and manufacturing techniques to greener alternatives that are cost-effective, sustainable, environmentally friendly, and economically viable.
Gabapentin	The life cycle assessment of Gabapentin highlights significant environmental impacts across categories such as global warming, ozone depletion, acidification, eutrophication, water consumption, land use, and ecotoxicity within a cradle-to-grave system boundary. The assessment reveals that raw material extraction generates the highest emissions, with sodium hypochlorite and tributyl amine identified as the most environmentally impactful substances.	The process development is currently in progress.

**Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains**

**Essential Indicators**

1. a. Details of measures for the well-being of employees:

Category	% Of employees covered by										
	Total (A)*	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Benefits	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent Employees</b>											
Male	1009	1009	100%	1009	100%	-	-	1009	100%	0	-
Female	96	96	100%	96	100%	96	100%	-	-	0	-
<b>Total</b>	<b>1105</b>	<b>1105</b>	<b>100%</b>	<b>1105</b>	<b>100%</b>	<b>96</b>	<b>8.7%</b>	<b>1009</b>	<b>91.3%</b>	<b>0</b>	<b>-</b>
<b>Other than Permanent Employees</b>											
Male	7	0	-	0	-	-	-	0	-	0	-
Female	2	0	-	0	-	0	-	-	-	0	-
<b>Total</b>	<b>9</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>-</b>

b. Details of measures for the well-being of workers:

Category	% Of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	670	670	100%	670	100%	-	-	670	100%	0	0
Female	0	-	-	-	-	-	-	-	-	-	0
<b>Total</b>	<b>670</b>	<b>670</b>	<b>100%</b>	<b>670</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>670</b>	<b>100%</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent Employees</b>											
Male	1038	0	-	0	-	-	-	0	-	0	-
Female	102	0	-	0	-	0	-	-	-	0	-
<b>Total</b>	<b>1140</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>-</b>

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format

Parameter	FY 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue of the company	1.2%	1.5%

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI*	1.1%	0%	Y	3.5%	0%	Y

\*The percentage coverage includes only those employees and workers who are covered or entitled under ESI.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes. Solara ensures that its employees with disabilities are treated at par with other employees and also ensures non-discrimination, provides equal opportunity and ensures their accessibility to the work locations. Company premises are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, we have an Equal Opportunity Policy in line with the Rights of Persons with Disabilities Act, 2016. The policy ensures a merit-based, transparent selection process free from bias, and provides necessary facilities, amenities, and training to empower differently abled professionals to perform their duties effectively. Weblink to the policy: <https://solara.co.in/investor-relations/policies-and-guidelines/>

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	-	-
Total	100%	100%	100%	100%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

Category	Yes/ No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, we have the following grievance redressal mechanism for our employees and workers: <ul style="list-style-type: none"> <li>• Representation through recognized union representatives</li> <li>• Standing Orders</li> <li>• Whistle Blower mechanism</li> <li>• Reporting mechanism under POSH</li> <li>• Grievance redressal system</li> </ul>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

Category	FY 2024-25			FY 2023-24		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of associations or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of associations or Union (D)	% (D/C)
Total Permanent Employees	1105	0	-	1756	0	-
Male	1009	0	-	1609	0	-
Female	96	0	-	147	0	-
Total Permanent Workers	670	670	100%	705	705	100%
Male	670	670	100%	704	704	100%
Female	0	-	-	1	1	100%

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	1016	817	80%	817	80%	1609	954	59%	1392	86%
Female	98	66	67%	66	67%	150	68	45%	103	69%
<b>Total</b>	<b>1114</b>	<b>883</b>	<b>79%</b>	<b>883</b>	<b>79%</b>	<b>1759</b>	<b>1022</b>	<b>58%</b>	<b>1495</b>	<b>85%</b>
<b>Workers</b>										
Male	1708	1708	100%	1055	62%	1702	1573	92%	1682	99%
Female	102	102	100%	31	30%	103	103	100%	103	100%
<b>Total</b>	<b>1810</b>	<b>1810</b>	<b>100%</b>	<b>1086*</b>	<b>60%</b>	<b>1805</b>	<b>1676</b>	<b>93%</b>	<b>1785</b>	<b>99%</b>

Note: As a part of our procedures, all the other than permanent employees and workers are trained in all safety-related and skill-related trainings before deployment in their respective roles.

\*Skill upgradation trainings are provided to all workers engaged in manufacturing processes and shopfloor.

## 9. Details of performance and career development reviews of employees and worker

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	1016	1009	99%	1609	1551	96%
Female	96	96	100%	147	137	93%
<b>Total</b>	<b>1,112</b>	<b>1105</b>	<b>99%</b>	<b>1756</b>	<b>1688</b>	<b>96%</b>
<b>Workers*</b>						
Male	1708	670	39%	704	704	100%
Female	102	0	-	1	1	100%
<b>Total</b>	<b>1810</b>	<b>670</b>	<b>37%</b>	<b>705</b>	<b>705</b>	<b>100%</b>

Note: The above data has been reported for only permanent employees and workers since performance reviews are not applicable for other than permanent employees and workers.

\*For the permanent workers, performance and related reviews are covered under the Long Term Settlement Agreements.

## 10. Health and safety management system:

### a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes, a robust occupational health and safety management system has been implemented at all our locations. 4 of our manufacturing sites i.e., Cuddalore, Puducherry, Mangaluru and Ambernath are certified for ISO 45001 and ISO 14001.

### b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

We prioritise process safety by systematically identifying hazards, assessing risks, and implementing controls to safeguard employees, stakeholders, and the environment.

Key processes include:

- Hazard Identification & Risk Management: Conduct regular assessments of hazardous materials, processes, and non-routine tasks.
- Safe Procedures: Develop and update procedures for routine and emergency operations.
- Management of Change: Evaluate safety impacts of operational or organizational changes and train personnel accordingly.
- Preventive Maintenance: Perform routine inspections and maintenance to ensure equipment reliability.
- Training & Competency: Provide regular refresher training for employees and contractors.
- Incident Management: Investigate safety incidents and near misses, identify root causes, and implement corrective measures.
- Emergency Response: Maintain an effective emergency plan in collaboration with local authorities.
- Audits and Compliance: Conduct audits to ensure adherence to regulations and standards.
- Performance Monitoring: Track key performance indicators (KPIs) to continually improve process safety.

### c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, We have well-established Standard Operating Procedures (SOP) for employees to identify and report on work-related hazards and the subsequent steps to mitigate them. In addition, we train all our employees and workers with occupational health and safety modules. The training modules cover aspects of the methodology to identify work-related hazards, analyse the risks associated with it and take subsequent steps to mitigate them. During the safety and emergency evacuation drills, employees are trained in dealing with emergency equipment such as fire hydrant, firefighting system, leak and spill control procedures, safety alarms among others. In addition, the proficiency of employees is periodically tested in dealing with the emergency situations. The practical trainings and online safety modules equip the employees with right procedures of reporting work-related hazards and the steps to remove themselves from such situations. There are drop boxes at various locations in the site, so that employees can immediately report unsafe act, unsafe working condition, and near miss.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, we provide non-occupational medical and healthcare services to our employees and workers. Further, we ensure the provision of medical insurance to all employees and workers. With the endeavor to promote physical and mental wellbeing for all the employees, we have designed comprehensive health programs which promote healthy lifestyle practices. Some of the examples of health programs and services offered to the employees are wellness sessions, annual health check-ups, distribution of health drinks, etc.

11. Details of safety related incidents, in the following format

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.29
	Workers	0	2.93
Total recordable work-related injuries	Employees	0	1
	Workers	0	14
No. of fatalities	Employees	0	0
	Workers	0	2
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	1
	Workers	0	1

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

- We embed the guidelines and principles of ISO 45001:2018, OSHA standards, Factories Act and other state-level regulatory requirements within our Environment Health and Safety (EHS) management systems.
- The EHS policy advocates the provision of a safe working environment to all the employees, contractors, sub-contractors, visitors, and the neighboring communities. We undertake periodic internal and external audits to assess the safety practices and procedures in alignment with the EHS management system and the ISO 45001:2018 guidelines.
- As part of the auditing procedure, we recognise the critical areas which require immediate corrective action. The safety incidents and hazards are investigated to determine the root cause, and subsequently, corrective action plans are laid out to prevent the occurrence of similar incidents in the future. Further, as part of the EHS management system, we provide safety trainings through modules and safety drill practices to all our employees and workers. The safety training programs enable the development of a strong foundation among the workforce, in terms of their ability to identify, mitigate and prevent risks pertaining to Occupational Health and Safety.
- Safety committee meeting is periodically conducted with management employees and workers to identify the workplace issues and to mitigate the risk of workplace injuries and illnesses.
- Adequate safety signages, caution boards, Do's & Don'ts and safety instruction boards are displayed in all locations.
- We endeavor to prevent negative health impact on the employees through various health awareness sessions, provision of medical facilities and medical insurance benefits.
- We provide voluntary health promotion services such as lifestyle counselling, stress management sessions, nutritional awareness campaigns among others for inculcating healthy lifestyle practices.

13. Number of Complaints on the following made by employees and workers:

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	0	0	-	0	0	-
Health and Safety	0	0	-	0	0	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	75%
Working conditions	75%

**15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.**

While no safety-related incidents on significant concerns and risks were recorded, we ensure corrective actions are undertaken to mitigate any foreseeable and unforeseeable risks.

We have the following corrective actions in place, in case significant concerns arise:

- Hazard identification and Risk assessment and Job safety analysis has carried out for all critical activities.
- All locations has identified the significant risk activities, concerns arising from assessment of Health & safety practices are addressed accordingly control measures has been taken by implementing necessary Engineering & Administrative controls.
- Training needs for employees has been identified, and annual training calendar has been prepared.
- Risk Based Process Safety Management has been implemented and monitored at all the locations to prevent intended release of chemical.
- Corporate EHS guideline and Procedures is established for all activities and is reviewed periodically.
- Periodic audit and inspection is carried out on all critical equipment and potable tools & equipment.
- Preventive maintenance is performed for all equipment, and testing and calibration is performed for all safety devices such as pressure/ vacuum gauge, safety relief valve, NRV, control / ON/Off valves, Pressure reducing valves etc.,
- Management of Change process is in-place to assess the hazard associated with the change.
- Leadership rounds are regularly performed by site leadership team to identify the unsafe acts & conditions.
- Identification & Reporting of Near miss by Employees is in place and 100% investigation of all near miss is conducted.
- Investigation of all incidents and 100% implementation of all corrective action. Investigation reports and its learnings are shared across all Solara sites for deployment of corrective action to prevent similar incident. Also, effectiveness is checked during the safety inspection / audit.
- Personal Protective equipment (PPE) compliance is monitored through strict supervision.
- Internal audits of Solara Units at site level are conducted on a periodic basis. Corrective and preventive measures are taken based on the findings.
- Detailed investigations are carried out for all accidents to identify the root causes and to understand the measures required to prevent recurrence.
- Accident investigation findings with corrective and preventive measures form part of the report presented to the Safety Committee on monthly basis, site ORM and to the Board each quarter. The learnings from all accidents are disseminated across the organization at periodic intervals and formal compliance is obtained.

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

A. Employees – Yes

B. Workers – Yes

**2. Provide the measures undertaken by the entities to ensure that statutory dues have been deducted and deposited by the value chain partners.**

To ensure that the statutory dues as applicable within its remit, are deducted and deposited by the value chain partners in accordance with relevant regulations through constant monitoring of available tools and the documentary proofs from the value chain partners. We expect our value chain partners to uphold business responsibility principles and values of transparency and accountability.

**3. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

Yes

## Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.

### Essential Indicators

#### 1. Describe the process for identifying key stakeholder groups of the entity.

Core stakeholders are individuals, groups, or institutions that contribute value to a business or are significantly impacted by its decisions. We identify both internal stakeholders, such as employees and leadership, and external stakeholders, like regulators, investors, suppliers, customers, and the community, as essential components of its operations.

#### 2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as vulnerable and marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (annually, half yearly, quarterly, others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> <li>Intranet Portal</li> <li>Functional and cross-functional committees</li> <li>Leader's talk</li> <li>Regular Employee Communication Forums</li> </ul>	On a regular basis	We engage with employees through key initiatives, including prioritizing benefits for their well-being, offering learning and development programs, ensuring workplace safety, conducting performance reviews for career growth, and providing regular business updates to foster transparency and collaboration.
Customers	No	<ul style="list-style-type: none"> <li>Customer Satisfaction Survey</li> <li>Customer meets</li> <li>Digital/ telephonic Interactions</li> </ul>	On a regular basis	We engage with customers by actively seeking feedback, addressing their needs, and resolving open issues promptly to ensure satisfaction and build trust. Open communication helps improve products and services while fostering long-term relationships.
Suppliers and Vendors	No	<ul style="list-style-type: none"> <li>Supplier and Vendor meets</li> <li>Face-to-face and electronic correspondence</li> <li>Digital/ telephonic Interactions</li> </ul>	Half yearly	We engage with suppliers and vendors through open issue resolution, performance assessments, and recognition activities to foster collaboration and enhance efficiency. Engagement also includes discussions on sustainability parameters, ensuring alignment with environmental and social responsibility.
Investors / Shareholders	No	Email, newspaper advertisement, website, Annual General Meetings, disclosures to stock exchanges and investor meetings / calls / conferences	Need based and Quarterly calls	We engage with investors and shareholders by providing regular updates on performance, strategy, growth, and opportunities while ensuring transparency. It is also committed to promptly addressing grievances to build trust and maintain strong relationships.
Community	No	<ul style="list-style-type: none"> <li>Physical meetings</li> <li>Digital interactions</li> </ul>	Concurrent /need basis	We engage with the community through impactful CSR initiatives focused on development and sustainability. It also ensures prompt grievance redressal to address community concerns and build strong, positive relationships.
Regulatory and government bodies	No	<ul style="list-style-type: none"> <li>Physical meetings</li> <li>Digital communications</li> <li>Through submissions</li> </ul>	On a need basis	We engage with regulatory and government bodies through policy advocacy and providing inputs on regulations that impact its operations. This ensures compliance and supports its core business activities of development, manufacturing, and sales while fostering collaborative relationships.

## Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Regular consultations are conducted with various stakeholders as needed through our functional and plant heads, ensuring that diverse perspectives on economic, environmental, and social issues are collected. Crucial feedback received during these consultations is systematically reported to the board, where it undergoes thorough assessment and consideration for potential action, thereby aligning stakeholder insights with our strategic objectives and operational improvements.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/ No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, we have implemented a policy dedicated to stakeholder management; however, there have been no recorded instances or significant issues reported during the current reporting period.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

Throughout the current reporting period, no concerns have been raised by vulnerable or marginalized stakeholder groups.

## Principle 5: Businesses should respect and promote human rights.

### Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1105	1105	100%	1756	1756	100%
Other than permanent	9	9	100%	11	11	100%
<b>Total Employees</b>	<b>1114</b>	<b>1114</b>	<b>100%</b>	<b>1767</b>	<b>1767</b>	<b>100%</b>
<b>Workers</b>						
Permanent	670	670	100%	705	705	100%
Other than permanent	1140	1140	100%	1100	1100	100%
<b>Total Workers</b>	<b>1810</b>	<b>1810</b>	<b>100%</b>	<b>1805</b>	<b>1805</b>	<b>100%</b>

Note: We ensure human rights training of all the employees and all employees are aware of the board-approved human rights policy available on Company website Human\_Rights\_Policy.pdf.

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>	<b>1105</b>	<b>0</b>	<b>-</b>	<b>1105</b>	<b>100%</b>	<b>1756</b>	<b>0</b>	<b>-</b>	<b>1756</b>	<b>100%</b>
Male	1009	0	-	1009	100%	1609	0	-	1609	100%
Female	96	0	-	96	100%	147	0	-	147	100%
<b>Other than Permanent</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>100%</b>	<b>11</b>	<b>0</b>	<b>-</b>	<b>11</b>	<b>100%</b>
Male	7	0	0	7	100%	8	0	-	8	100%
Female	2	0	0	2	100%	3	0	-	3	100%
<b>Workers</b>										
<b>Permanent</b>	<b>670</b>	<b>0</b>	<b>-</b>	<b>670</b>	<b>100%</b>	<b>705</b>	<b>0</b>	<b>-</b>	<b>705</b>	<b>100%</b>
Male	670	0	-	670	100%	704	0	-	704	100%
Female	0	-	-	-	-	1	0	-	1	100%
<b>Other than permanent</b>	<b>1140</b>	<b>769</b>	<b>67%</b>	<b>371</b>	<b>33%</b>	<b>1100</b>	<b>1100</b>	<b>100%</b>	<b>0</b>	<b>-</b>
Male	1038	710	68%	328	32%	998	998	-	0	-
Female	102	59	58%	43	42%	102	102	-	0	-

3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	03	INR 3,50,44,996	01	Not a whole-time director
Key Management Personnel	03	INR 60,00,004	0	-
Employees** (other than BoD and KMPs)	1,004***	INR 7,59,451	96***	INR 5,73,159
Workers**	670	INR 8,63,464	0	-

\*Includes only whole-time directors i.e., 03 (all male).

\*\*Includes permanent employees and permanent workers.

\*\*\*Out of total 1,105 permanent employees, 05 KMPs are excluded including 02 KMPs who relinquished their positions in the reporting period. Therefore, the figures disclosed for permanent employees exclude 05 KMPs (all male).

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages*	4.8%	4.3%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the Head - HR is the designated authority for addressing human rights impacts or concerns.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues

Process for grievance redressal has been detailed in Employee Disciplinary Action Policy

6. Number of Complaints on the following made by employees and workers:

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2024-25	FY 2023-24
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employee/ workers	0	0
Complaints on POSH upheld	0	0

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

We are committed to ensuring that no employee who brings forward a harassment concern is subject to any form of retaliation. Any retaliation will be subject to disciplinary action. Through the Code of Conduct and defined policies, we ensure that the victim and/or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

No, human rights requirements are not explicitly incorporated into our business agreements and contracts. However, it is explicitly outlined that all parties engaged in our business dealings are expected to adhere to applicable laws, including those pertaining to human rights obligations.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

Not Applicable

**Leadership Indicators**

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.

Not Applicable

2. Details of the scope and coverage of any Human rights due- diligence conducted.

Not Applicable

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, we have an Equal Opportunity, Diversity and Inclusion Policy which promotes a fair and transparent work environment based on diversity and inclusion of all people, including people with disability. Our premises are also accessible to differently abled visitors as per the requirements of the Rights of Persons with Disabilities Act, 2016. The offices include disabled friendly lifts, washrooms and ramps, etc. to provide an accessible and comfortable work environment to persons with disabilities.

**Principle 6: Businesses should respect and make efforts to protect and restore the environment**

**Essential Indicators**

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

	FY 2024-25	FY 2023-24
<b>From renewable sources</b>		
Total electricity consumption (A)	13,95,46,417	14,00,05,515
Total fuel consumption (B)	63,00,09,570	72,02,87,457
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	76,95,55,986	86,02,92,972
<b>From non-renewable sources</b>		
Total electricity consumption (D)	14,19,22,020	21,93,27,807
Total fuel consumption (E)	3,76,78,392	15,40,72,727
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	17,96,00,412	37,34,00,534
<b>Total energy consumed (in MJ) (A+B+C+D+E+F)</b>	<b>949156399</b>	<b>1,23,36,93,506</b>
Energy intensity per rupee of turnover (MJ/₹) (Total energy consumed / Revenue from operations)	0.074	0.096
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MJ/\$) (Total energy consumed/ Revenue from operations adjusted for PPP)	1.53	1.96#
<b>Energy intensity in terms of physical output (MJ/MT)</b>	<b>1,93,468</b>	<b>1,74,283</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - No

# The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not applicable. There are no sites/facilities that have been identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

3. Provide details of the following disclosures related to water, in the following format:

	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	39,383	43,878
(iii) Third party water (Municipal water supplies)	2,74,337	3,40,105
(iv) Seawater / desalinated water	0	0
(v) Others	3,757	13,297
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>3,17,477</b>	<b>3,97,280</b>
<b>Total volume of water consumption (in kilo litres)</b>	<b>3,16,999</b>	<b>3,88,020</b>
Water intensity per rupee of turnover (KL/₹) (Total water consumed / Revenue from operations)	0.00002469	0.00003010*
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (KL/\$) (Total water consumed/ Revenue from operations adjusted for PPP)	0.0005102	0.0006150#
Water intensity in terms of physical output (KL/MT)	64.61	54.82

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. – No

\*In the previous year FY 2023-24, water intensity figures were reported in milliliters, whereas in this year, we will be following KL/₹ and KL/\$ for intensity calculations for revenue and revenue adjusted for PPP.

#The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>

4. Provide the following details related to water discharged:

	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties	479	9,260
- No treatment	479	9,260
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kiloliters)</b>	<b>479*</b>	<b>9,260</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. – No

\*The data in FY 2024-25 only includes data from manufacturing facility at Vizag for the two months it was operational.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Within Solara Active Pharma Sciences Limited. 5 units out of 8 units (6 manufacturing locations and 2 offices) in the Solara active Pharma Sciences Limited are Zero Liquid Discharge (ZLD). The company actively promotes water conservation through a strategic approach of reducing, reusing, recharging, and recycling water within its manufacturing premises. As part of our recycling initiatives, we provides tertiary treatment to its effluent, allowing the treated water to be efficiently recycled and reused as make-up water for cooling towers and for gardening purposes within the company premises.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
NOx	Metric tonne	40	103
SOx	Metric tonne	10	28
Particulate matter (PM)	Metric tonne	40	84
Persistent organic pollutants (POP)	Metric tonne	0	0
Volatile organic compounds (VOC)	Metric tonne	0	0
Hazardous air pollutants (HAP)	Metric tonne	0	0
Ozone Depleting Substances	CFC-11 Equivalent	67	70

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - No

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions	Metric tonnes of CO <sub>2</sub> equivalent (tCO <sub>2</sub> e)	12,118	33,489
Total Scope 2 emissions	Metric tonnes of CO <sub>2</sub> (tCO <sub>2</sub> )	28,660	43,622
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO <sub>2</sub> / ₹	0.0000032	0.0000060
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity # (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO <sub>2</sub> / \$	0.000007	0.00012#
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO <sub>2</sub> e/ MT of production	8.31	10.89

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - No

#The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

We have invested in renewable energy as a key initiative to reduce our GHG emissions. We are considering investments in renewable electricity as well as renewable fuels to form a large part of our overall energy mix. As a result, our total electricity mix comprises of 50% of renewable energy in the reporting period.

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2024-25	FY 2023-24
<b>Total Waste generated (in metric tonnes)*</b>		
Plastic waste (A)	19	22
E-waste (B)	1	1
Bio-medical waste (C)	1	2
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	20,415	33,723
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	806	523
<b>Total (A+ B + C + D + E + F + G + H)</b>	<b>21,242</b>	<b>34,272</b>
Waste intensity per rupee of turnover (MT/₹) (Total waste generated / Revenue from operations)	0.0000017	0.0000026
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT/\$) (Total waste generated/ Revenue from operations adjusted for PPP)	0.000034#	0.000054#

Parameter	FY 2024-25	FY 2023-24
Waste intensity in terms of physical output (MT/ MT) (Total Waste Generated / Production)	4.33	4.84
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)*</b>		
<b>Category of waste</b>		
(i) Recycled	17,962	28,125
(ii) Re-used	9	0
(iii) Other recovery operations	2,876	4,591
<b>Total</b>	<b>20,848</b>	<b>32,716</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	12	120
(ii) Landfilling	637	1,399
(iii) Other disposal operations	0	0
<b>Total</b>	<b>649**</b>	<b>1,519</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - No

# The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

\*\*Substantial decrease in waste generation and disposal in the reporting period is attributed to reduced production due to operational restructuring.

**10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

1. Evaluation of product through literature and select the route with less toxic chemicals and least hazardous waste by-product.
2. Process development of the manufacturing products to reduce usage of hazardous and toxic.
3. We continuously work on process improvement, yield improvement and improving solvent recoveries, recycling, reducing hazardous waste to landfill and incineration.

**11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**

Sr No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Research & Development and General administration	Solara Active Pharma research centre and corporate office situated at Keelakottaiyur Village, Melakottaiyur (PO) Chennai – 600127, which is 7.00 Km from Vandaloor Zoo.	Yes, site is complying to consent to Operate (CFO/ CTO) conditions

**12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

**13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). Yes If not, provide details of all such non-compliances, in the following format:**

S. No	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not applicable as we are compliant with all the applicable environmental law/ regulations/ guidelines				

## Leadership Indicators

### 1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

- (i) Name of the area - Chennai and Bangalore
- (ii) Nature of operations: Puducherry Corporate office in Chennai, and sales & marketing office in Bangalore.
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	39,383	35,319
(iii) Third party water	122	480
(iv) Seawater / desalinated water	0	0
(v) Others	3,757	13,297
<b>Total volume of water withdrawal (in kiloliters)</b>	43,262	49,096
<b>Total volume of water consumption (in kiloliters)</b>	43,262	49,096
<b>Water intensity per rupee of turnover (KL/₹) (Total water consumed / Revenue from operations)</b>	0.000003370	0.000003809
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kiloliters)</b>	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. – No

\*In the previous year FY 2023-24, water intensity figures were reported in milliliters, whereas in this year, we will be following KL/₹ and KL/\$ for intensity calculations for revenue and revenue adjusted for PPP

### 4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Reduce carbon emissions	Using energy-efficient equipment and energy-efficient lighting in our offices	75% less energy than conventional lighting
2	Measures to conserve water	Use of sensor-based taps and use of aerators in taps to reduce water flow	Reduction of Water Consumption
3	Waste reduction	Installation of paddle dryer	Reduction in moisture content of waste resulted in reduction of waste quantity generated hence quantity disposed also reduced.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

The Emergency Preparedness and Business Continuity Plan emphasizes proactive strategies to address risks and ensure operational resilience during emergencies. It consists of documented procedures for fire safety, natural disasters, and other emergencies. Measures include automated fire detection systems, evacuation plans, and clear signage for assembly points. Exit routes and doors comply with safety standards to facilitate swift evacuations. Firefighting equipment, personnel training in emergency response, and properly maintained alarm systems are key aspects. Personal protective equipment (PPE) is provided, ensuring personnel safety during crises. Additionally, business continuity plans address upstream and downstream disruptions in transport, promoting comprehensive risk mitigation.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

No, the organization has not identified any significant adverse environmental impacts arising from its value chain.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Out of 68 value chain partners identified, 05 were assessed for environmental impacts i.e., 7% of value chain partners (by value of business done with such partners).

**Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.**

**Essential Indicators**

1. A. Number of affiliations with trade and industry chambers/ associations.

We are affiliated with 4 industry chambers and associations.

B. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sr No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Pharmaceuticals Export Promotion Council of India	National
2	Federation of Indian Export Organisations	National
3	Southern Indian Chamber of Commerce & Industry	National
4	Export Promotion Council for EOUs & SEZs	International

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
Not applicable as no cases have been recorded due to unfair trade practices or anti-competitive behavior.		

**Principle 8: Businesses should promote inclusive growth and equitable development.**

**Essential Indicators**

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

3. Describe the mechanisms to receive and redress grievances of the community.

We hold quarterly meetings with community representatives to gain insights into their needs and identify areas where we can provide support. These regular interactions facilitate a deeper understanding of community expectations and help align our initiatives accordingly. Additionally, we engage third parties to conduct robust assessments to ensure unbiased evaluations of its operations and their impact, further enhancing transparency and accountability. We also stay informed of government notifications, ensuring compliance with regulatory requirements and adapting strategies to meet evolving legal standards, thereby reinforcing our commitment to responsible business practices.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Parameter	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	20%	11%
Directly from within India	67%	81%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:

Parameter	FY 2024-25	FY 2023-24
Rural	-	-
Semi urban	-	5.2%
Urban	79.4%	59.4%
Metropolitan	20.6%	35.4%

\*In the previous reporting period FY 2023-24, Ambernath was considered in semi-urban and we have revisited the figures in the reporting period basis its categorization of Ambernath as 'urban' as per RBI classification.

**Leadership Indicators**

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
	Not Applicable

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sr No	State	Aspirational District	Amount Spent (in INR)
			Not Applicable

3. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes / No)	Basis of calculating benefit share
				Not Applicable

4. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of the authority	Brief of the Case	Corrective action taken
		Not Applicable

5. Details of beneficiaries of CSR Projects:

Sr No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Health	12,625	100%
2	Safe Drinking Water	18,000	100%

**Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner.**
**Essential Indicators**

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.  
We have Quality Management System in place and the customer complaints are dealt with in accordance with the standards and operating procedures set out.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. Number of consumer complaints in respect of the following:

Category	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber Security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other: Quality	15	3	2 complaints were closed in April & May 2025 and for 01 Complaint, a final Investigation is shared with customer and feedback for closure is awaited.	20	5	3 complaints were closed in April & May 2024. Final Investigation has been shared with customer for other 2 complaints and closed in FY25
Other: Packing issue	15	4	Final Investigation shared with customers for the 04 open complaints and awaiting customer feedback for final closure.	8	0	-
Other: Other category	3	0	NA	6	0	-

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

**5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

Solara upholds the Information Security Policy and ensures that all staff members receive training on the policy. The policy outlines the procedures for safeguarding and managing the Company's information and assets. Additionally, it establishes clear roles and responsibilities for information protection and managing cyber incidents.

Weblink: <https://solara.co.in/investor-relations/policies-and-guidelines/>

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

Active monitoring of cyber security for Solara Active Pharma Sciences Limited is handled both internally and by third-party experts. Routine reviews are carried out, and necessary steps are taken to enhance the cyber security measures. Employees are educated on data privacy awareness, and new procedures for data privacy requirements are being reviewed and prepared for implementation.

**7. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches – Nil
- b. Percentage of data breaches involving personally identifiable information of customers – Nil
- c. Impact, if any, of the data breaches – Nil